

LABOUR LAW

2017/2018



STBB

SMITH TABATA
BUCHANAN BOYES



OUR SERVICE

STBB | SMITH TABATA BUCHANAN BOYES is a firm of business-minded lawyers which was established in 1900. At present the firm consists of approximately 90 professionals practising from 11 offices throughout South Africa.

By understanding our clients' needs and objectives, we strive to deliver cost-effective legal solutions to their business and personal matters. A vital aspect of the professional service we provide, is a commitment to developing close working relationships with our clients. This commitment enables us to consistently succeed on their behalf.

LABOUR LAW & INDUSTRIAL RELATIONS

The labyrinth of ever-changing labour legislation and the interpretation and application thereof, requires a specialised team to deal with your employment and employment related issues.

STBB | SMITH TABATA BUCHANAN BOYES specialise in providing you with a full range of Industrial Relations and Human Resources services and assistance.

WHAT DOES OUR SERVICE INCLUDE?

- **Employment Policies and Practices**
 - Drafting Human Resources policies and practices, including disciplinary codes.
 - Reviewing current policies and practices to ensure compliance with employment legislation.
- **Contracts of Employment**
 - A full range of employment contracts to suit your business including restraints of trade and confidentiality agreements, independent contractor, agency and consultancy agreements.



■ Employment Equity

Assistance with setting up, administering and developing your employment equity plan.

■ Mergers Acquisitions and Transfers of Business

Advice on the labour law implications of mergers, acquisitions and transfers of business.

Advice and assistance in rationalizing conclusions of service, including policies following a merger or acquisition.

■ Litigation

Representation, training and assistance with CCMA and Bargaining Council disputes, High Court, Labour Court and Labour Appeal Court litigation.

■ Training

In-house training in implementing disciplinary procedures (misconduct and incapacity, ill health and poor work performance).

Presentations on various labour statutes and Sectoral Determinations.

■ Collective and Recognition Agreements

Advice and assistance in negotiating collective and recognition agreements.

■ Alternative Dispute Resolution

Mediating and arbitrating labour disputes.

■ Retrenchments

Assistance with restructuring and/or retrenchment exercises.

CONTACT US

- **CAPE TOWN OFFICE**
8th Floor, 5 St Georges Mall, Cape Town
Tel: 021 406 9100 | Fax: 021 419 7909
- **CLAREMONT OFFICE**
2nd Floor, Buchanan's Chambers,
Cnr Warwick Street & Pearce Road, Claremont
Tel: 021 673 4700 | Fax: 021 673 4701
- **FISH HOEK OFFICE**
26 1st Avenue, Fish Hoek
Tel: 021 784 1580 | Fax: 021 782 6224
- **SOMERSET MALL OFFICE**
Dynarc Triangle, 13 Urtel Crescent,
Somerset Mall, Somerset West
Tel: 021 850 6400 | Fax: 021 852 1770
- **STELLENBOSCH OFFICE**
Unit F1, Block A, Stellenpark Business Park,
Cnr R44 & School Road, Stellenbosch
Tel: 021 001 1170 | Fax: 086 541 7085
- **BLOUBERG OFFICE**
24 Blaauwberg Road, Table View
Tel: 021 521 4000 | Fax: 021 521 4001
- **TYGER VALLEY OFFICE**
5 High Street, Rosenpark, Tyger Valley
Tel: 021 943 3800 | Fax: 021 914 1080
- **ILLOVO OFFICE**
Ground Floor, Boundary Place,
18 Rivonia Road, Illovo
Tel: 011 219 6200 | Fax: 011 219 6238
- **FOURWAYS OFFICE**
Shop 2, Fourways Junction, Cnr William Nicol Drive
& White Hills Boulevard, Fourways
Tel: 010 001 2632
- **CENTURION OFFICE**
Ground Floor, Block D, Lakefield Office Park,
272 West Avenue, Centurion
Tel: 012 001 1546 | Fax: 086 241 7535
- **BEDFORDVIEW OFFICE**
103 Boeing Road East, Bedfordview
Tel: 011 453 0577 | Fax: 011 453 9721

SERVICES

In an endeavour to provide the optimum professional service to our clients, we have various departments specialising in select aspects of law. Any member at any branch of the firm will be able to recommend an appropriate professional to meet your needs, given their speciality and the location most convenient for you, including your home or place of business.

- PROPERTY LAW
- COMMERCIAL PROPERTY LAW
- COMMERCIAL AND CORPORATE LAW
- LITIGATION
- ESTATES AND TRUSTS
- FAMILY LAW
- LABOUR LAW
- PERSONAL INJURY AND INSURANCE LAW
- LOCAL GOVERNMENT, PLANNING,
DEVELOPMENT AND ENVIRONMENTAL LAW

info@stbb.co.za | www.stbb.co.za

Visit our website for on-line reporting on your conveyancing transactions. All that is required is a user number and password which is sent via SMS direct to your cell phone if you are an individual client. If you are a company we will provide you with your own user number and password for 24 hour access to updates on your transactions.

Disclaimer: The material contained in this article is provided for general information purposes only and does not constitute legal or other professional advice. We accept no responsibility for any loss or damage which may arise from reliance on information contained in this article. © Copyright STBB Smith Tabata Buchanan Boyes 2017/2018. All Rights reserved.